

Job Title	Gardener
Reports to	Gardens Supervisor and Deputy Grounds Manager/Grounds Manager

Job Purpose

With 1450 acres of land, we consider the outside areas of Eton College to be equally as important as the classrooms, particularly with all the Sports and Co-curricular activities available to the students.

We have an exciting opportunity for an enthusiastic and experienced Gardener to join the large, supportive team who tend to all the grounds and outside areas of the College, with all the due care and consideration they deserve.

In this role, you will be responsible for the cultivation and maintenance of areas of Eton College to an exceptionally high standard. Working under the guidance of the Gardens Supervisor and Deputy Grounds Manager/Grounds Manager, you will help deliver seasonal garden plans, ensuring that every outdoor space reflects the excellence and heritage of Eton College.

Key Tasks and Responsibilities

- Day to day cultivation and maintenance of gardens and formal areas;
- Maintenance is to include but not exhaustive of the following; pruning, weeding, planting, mowing, fertilising, spraying, leaf collection(seasonal)
- Plant and tree identification;
- Identify and control weeds, pests and diseases;
- Prepare grounds for new and existing planting schemes;
- Driving work-related vehicles such as utility buggies and tractors;
- Maintain front of house areas which include pavements, roadways, bins, etc;
- Safe use and operation of equipment and machinery used in Horticultural maintenance;
- Adhere to current Health and Safety legislation and best practice in accordance with the Colleges Health and Safety Policy Statement;
- Take personal responsibility for safety, including the wellbeing of colleagues and visitors;
- Promptly report hazards or defective equipment and cease work if serious risk is identified;
- Carry out specific projects as directed;
- To undertake any other duties as may reasonably be required of you in the post;
- All employees of Eton College are also expected to:
 - Develop a good understanding of safeguarding procedures, given all positions at Eton are classed as 'regulated activity';
 - Demonstrate a commitment to safeguarding and promoting the welfare of children. This includes but is not limited to completing safeguarding training as required, complying with all safeguarding procedures and ensuring any safeguarding updates issued by the College are read and understood.
 - Understand and comply with procedures and legislation relating to confidentiality;
 - Display a commitment to and promotion of equality, diversity and inclusion.

Last Updated: September 2025

This role profile highlights the key tasks and responsibilities of the role, it is not designed to be an exhaustive list of duties. Roles naturally change and develop over time and it is expected that incumbents will perform tasks which are not included within their role profiles.

Working Pattern

- You will be working 37.5 hours per week, 8am to 4pm, Monday to Friday, with a 30 minute unpaid lunch break.
- You will be working 52 weeks per year.
- When a bank holiday falls within a school term period, this is considered to be a working day and a day off in lieu will be given.
- 4th of June is a celebration day for the founder of the College and is day we would expect you to work.

Skills and Competencies Required

To be successful in this role, you will need the following;

- Good general knowledge of horticulture;
- A National/ Scottish Vocational Qualification Level 2 in Horticulture or BTEC First Diploma or equivalent;
- Relevant gardening experience;
- A NPTC PA1 and PA6 Spraying Certificate;
- A valid UK manual driving licence;
- A basic tree survey qualification is desirable;
- Experience working with automated mowing is desirable.

You may enjoy this role if:

- You are someone who takes pride in their work;
- You enjoy being part of a thriving, successful team;
- You have a good sense of initiative.

Disclosure Checks

Eton College is committed to safeguarding and promoting the welfare of children, and applicants must be willing to undergo child protection screening appropriate to the post, including, but not limited to, reference checks with past employers, an Enhanced Disclosure from the Disclosure and Barring Service (including Barred List information), an online search and, where applicable, Prohibition checks. If you are successful in your application, you will be required to complete a DBS Disclosure Application Form. Any information disclosed will be handled in accordance with any guidance and/or Code of Practice published by the DBS. The College is exempt from the Rehabilitation of Offenders Act 1974 and therefore all convictions, cautions, reprimands and final warnings (including those which would normally be considered as “spent” under the Act) must be declared, subject to the DBS filtering rules. It is a criminal offence for any person who is barred from working with children to attempt to apply for a position at the College.

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